# Safety Training

Michael B. Blayney, PhD
Executive Director
Research Safety

# Revisiting Safety Training

## Did we ever decide what to do?

# Topics for Today

- Taking a fresh look at EHS training today
- Avoiding anxiety and panic
- Organizing your needs
- Changing the paradigm
- Going big—the Safety Training Consortium

# Avoid Training "Myopia"

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- Training required under various standards

  – Labor and environment

- Your response to training should be proportionate to the need—keep it simple

- Do not panic!

# What Training Can (& Cannot) Do



- Can reduce likelihood of harm & risk due to
  - Inexperience
  - Errors
  - Omissions
- It cannot
  - Stand alone
  - Replace good supervision

# Key Concepts

- We "train" to narrow the gap between desired and actual performance in behavior, tasks and outcomes

- We "educate" to convey knowledge and concepts that can be applied in new situations

# Effective Training Helps Ensure Improvement



- Achieving predictable outcomes with few lapses drives compliance

- State and restate conformance in behavioral terms

# Key Concepts

- Education & training are complementary
  - We do this all the time, everyday
- Education & training is rarely effective when done once
  - Envision training a sedimentary process
  - Lay down layers, reinforce messages
  - Break it in pieces

# Training is a [Sedimentary] Process

*Plan to lay down mutually reinforcing messages over time to build a foundation*

# Program then Training

*Talk to those involved before envisioning training*



Monitor Progress

Celebrate Success

Development Process

Implement Plan

Assess Needs

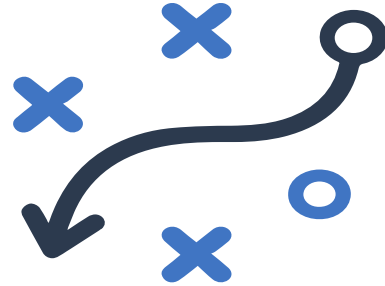Plan Activities

# Some Examples

- Pair hazard communication (29 CFR 1910.1200) with any chemical related training (hazardous waste, spill response and PPE)

- Tie all the hazardous energy standards together (lockout/tagout, electrical safe work practices, telecommunications) with CPR training

# Develop a Strategy First

**Strategy : Big Picture**

**Tactics : Implementation**

# Size, Need & Type

- Your strategy will inform your tactics
- Focus on technology <u>after</u> you decide what tactics you will employ
- Get the right tool for the job, not the other way around
- Technology in search of a question never works—be realistic

**It is OK to Start from Scratch or Start Over**

# Overview

- UC Center for Laboratory Safety: why we support the Safety Training Consortium
- What is the Safety Training Consortium
    -history, mission, objectives
- Example: Laboratory Safety Fundamentals Course
- How are courses delivered and how can they be customized
- Membership

**Tripartite Mission**

- Conduct and Sponsor research in laboratory safety
- Develop evidence-based best practices for researchers
- Facilitate implementation and optimization of laboratory safety practices

UCCLS aims to improve research safety practices and safety culture through:

- Supporting innovative research on laboratory safety

- Conduct research on research practices, incidents and incident prevention

- Publishing outcomes from laboratory safety research

- Hosting workshops on laboratory safety to engage  EH&S experts and researchers in problem solving

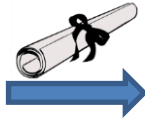- Supporting high-quality training programs in laboratory safety

- Similar regulatory requirements
- Unique operations and unique employees
- Increased need for training
- Not sufficient resources for training
- Researcher inconvenience to attend in-class training
- Most training libraries focus on industrial processes
- Limited budget to develop "engaging" online training

→ Safety Training Consortium

*The mission of the Safety Training Consortium is to improve researcher safety by developing high quality, engaging and cross-certifiable safety training for the research community.*

Courses by Universities for Universities

- Library of safety training courses

- Courses can be customized according to institutions needs and membership level

- Courses will satisfy OSHA requirements

- Courses will aim to cover state requirements

- Member institutions can pick and choose courses

- Courses must be interactive and high caliber!

Source/published files        LMS

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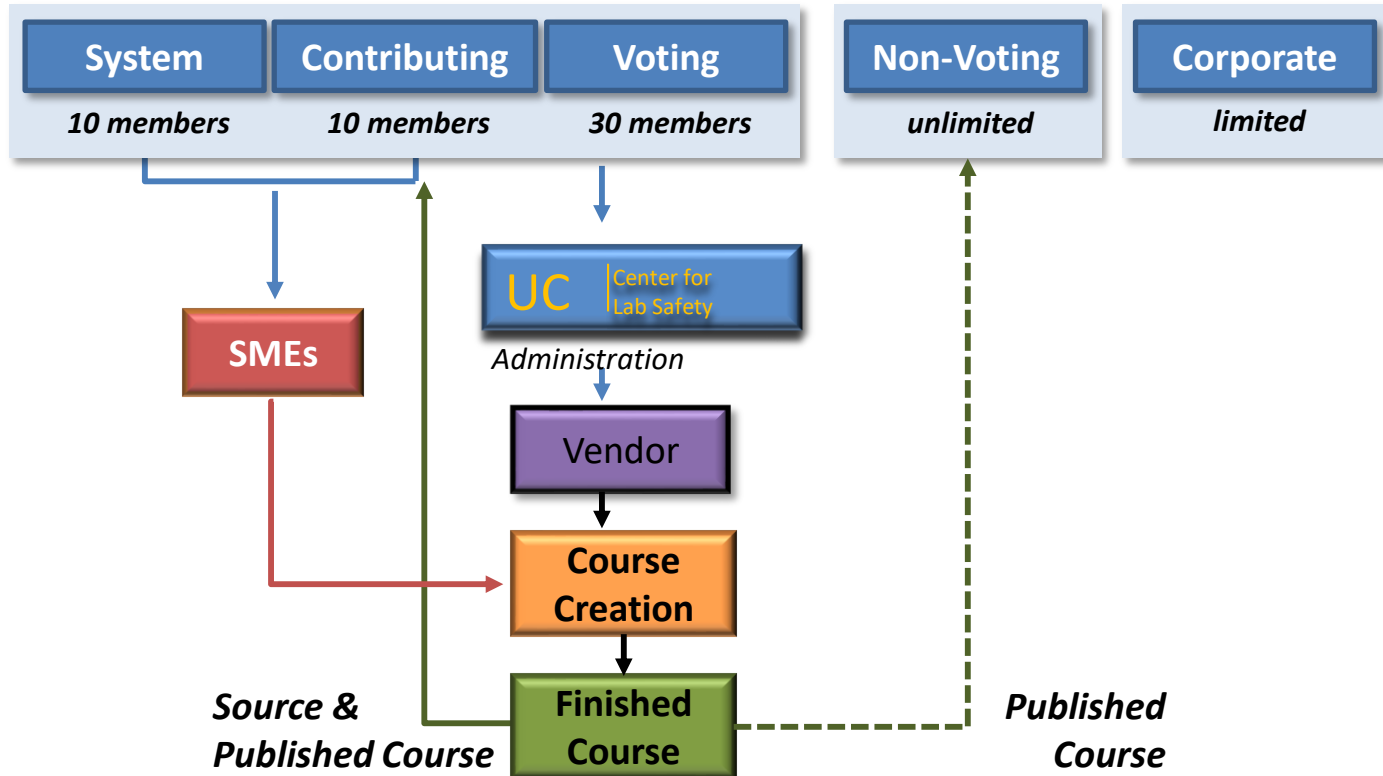
University Specific Requirements

# Data collected from courses

- Number of trainees
- Compliance
- Test dates
- Test result
- Course quality (how well liked)
- Course efficacy (changed behavior)

Consortium Members Control Course Development

- ✓ Standardized courses improve consistency across institutional lines.
- ✓ Reduce resource and organizational demands
- ✓ Share the "best of the best" in existing content with other schools independent of any commercial interest.
- ✓ Work with government & international partners
- ✓ Build a community with interest in improving safety
- ✓ Make significant contributions for the future

Ball State University
California State University (23 campuses)
Carnegie Mellon University
Central Michigan University
Cleveland State University
Emory University
New Mexico State University
Northwestern University
Princeton University
Savannah River Ecology Laboratories
University of California (10 campuses)
University of Pittsburgh
Virginia Commonwealth University
Washington University at St. Louis

**Please let me know what I can do to help**

*Special thanks to Scott Mooberry & Katie Chock*